

ORIENTATION FOR CAREER TRAINEES #2-77

20-24 June 1977

Room 912
Chamber of Commerce Building

INTELLIGENCE INSTITUTE
OFFICE OF TRAINING
Extension 2452

STAFF

25X1A

Chairman
Training Assistant

COURSE OBJECTIVES

To provide the Career Trainee with a broad overview of the purposes and methods of intelligence, the missions and functions of the Central Intelligence Agency (CIA), and the work and management of the Intelligence Community.

To provide the Career Trainee with a feeling for the mutual obligations existing between the Agency and its employees, including some of the current management problems of CIA.

To provide a few brief introductory examples of the unique way intelligence analysts and operations officers interact and deal with international issues "CIA style."

ORIENTATION FOR CAREER TRAINEES #2-77

20-24 June 1977

INTRODUCTION

Monday, 20 June

0830-0845 Introduction to the Course

0845-1030 Career Training
Administration

Chief, Career
Training Program
and Staff, Office
of Training,
Directorate of
Administration

25X1A

The Career Training Program (CTP) Staff will brief the class on administrative procedures and policies, outline the contents of the CT Program and explain why it is structured as it is, provide a class profile, and effect class introductions.

1030-1045 Break

1045-1115 A Welcome from the Deputy
Director of Training

Deputy Director
of Training

25X1A

1120-1200 Film: "Admiral Stansfield
Turner's Address to Employees
of the Central Intelligence
Agency," 28 March 1977

The Director of Central Intelligence (DCI) calls for objectivity in intelligence analysis, expresses his interest in the legality and propriety of CIA operations and discusses his procedural and stylistic preferences. In addition, Admiral Turner explains the Agency activities over which he intends to maintain direct control.

1200-1300 Lunch

S-E-C-R-E-T

Monday, 20 June (continued)

1300-1430

An Introduction to
Intelligence

[REDACTED]
Office of Training
Briefing Officer

25X1A

Mr. [REDACTED] will consider intelligence as a discipline with a defined subject matter and methodology. After briefly reviewing the origins and history of intelligence, he will answer the questions: What is intelligence? Who and what are its sources? Where and how do you acquire it? And why? He will describe the primary functions of intelligence--collection, processing, and production--and comment on the relationship between intelligence and foreign policy.

25X1A

1430-1445

Break

1445-1630

Group Discussion:
Images of the Agency

[REDACTED]
Chief, Intelligence
Institute, Office
of Training

25X1A

Members of the class will meet in small groups to share the images of CIA which they brought into the Agency as new employees and then discuss before the class their perceptions upon entering a career in intelligence.

S-E-C-R-E-T

Tuesday, 21 June

0830-0900

Readings

1. Study Guide: "Selected Terms and Abbreviations," a working paper of the Intelligence Institute, Office of Training, January 1977 (CONFIDENTIAL)
2. Study Guide: "The Organization of CIA," a working paper of the Intelligence Institute, Office of Training, January 1977 (SECRET)
3. Study Guide: "The United States Intelligence Community," a working paper of the Intelligence Institute, Office of Training, August 1976 (CONFIDENTIAL)
4. Guiding Principles of the Intelligence Community, NFIB-D-22, 1/49, 13 May 1976
5. United States Foreign Intelligence Activities, Executive Order 11905, 19 February 1976

0900-1000

The Missions and Functions of CIA

25X1A

25X1A

Mr. [REDACTED] will present a broad overview of the Agency's organization, missions, and functions. He will examine CIA's role in the collection and analysis of positive foreign intelligence. The responsibilities of the four CIA Directorates for collection, production, research, and development and support will be explained in broad outline.

1000-1015

Break

THE AGENCY AND ITS EMPLOYEES

In this section of the course, we will focus on you as employees and discuss your responsibilities to the Agency. We will also discuss assistance and services available to you as employees. The way the Agency manages its personnel will be explored as well as Equal Employment Opportunity and security matters.

Tuesday, 21 June (continued)

1015-1115 Support to Intelligence

██████████
Executive Officer,
Directorate of
Administration

25X1A

Mr. ██████████ will survey the Agency's extensive support services. He will discuss major administrative problems facing CIA today and the ways in which the Agency is moving toward solutions.

25X1A

1115-1130 Break

1130-1200 Film: "Admiral Stansfield
Turner's Swearing-in Ceremony,"
9 March 1977

1200-1300 Lunch

1300-1400 Security in CIA Today

Robert W. Gambino
Director of Security,
Directorate of
Administration

The Office of Security is charged with protecting classified information from unauthorized disclosure. It is also charged with the protection and safety of its personnel. Mr. Gambino will discuss the philosophy, policies, and practices behind security and examine new challenges and the changing nature of the security threat that faces us in the future.

1400-1415 Break

1415-1515 How the Agency Manages
Its People

██████████
Office of Personnel
(currently detailed
to the Office of
Training)

25X1A

A representative of the Office of Personnel will comment on current trends in the Agency's approach to personnel management. He will talk about the career service structure, career boards and panels, the annual evaluation of personnel, and the philosophy behind the Agency's career development programs. He will also discuss the impact of "management by objectives" in the area of personnel administration.

1515-1530 Break

Tuesday, 21 June (continued)

1530-1630 Equal Employment
 Opportunity in CIA

Omego J. C. Ware
Director, Equal
Employment
Opportunity

The Agency is firmly committed to achieve equal employment opportunity for all employees. Mr. Ware will describe the nature of the problems and the actions taken to solve them.

Wednesday, 22 June

0830-0900 Readings

1. List of the Members of the National Security Council
2. Presidential Directive/NSC-2, 20 January 1977 (CONFIDENTIAL)
3. The National Security Council System, effective 20 January 1977 (CONFIDENTIAL)

25X1A

0900-1000

The Role of Science and Technology in the Intelligence Process

██████████
Executive Officer,
Directorate of
Science and
Technology

Our speaker will discuss the role his Directorate plays in the collection of scientific and technical intelligence and will contrast its mission with those of the other Directorates.

1000-1015 Break

25X1A

1015-1115

The Inspector General

██████████
Executive Officer,
Office of Inspector
General

The Inspector General is charged with overseeing Agency activities as directed by the DCI, investigating employee grievances, and supervising audits of expended funds. The speaker will discuss the functions of his expanding office in reviewing these activities in response to the recommendations of the Rockefeller Commission and in investigating employee grievances. He will describe some types of problems and situations which arise and require remedial action by top management.

1115-1200 Readings

1. Key Intelligence Questions for Fiscal Year 1977, October 1976, NFIB-D-22, 1/56 (SECRET, NOFORN DISSEM)
2. Perspectives for Planning and Programming Years 1979-1983, NFIB-D-22, 1/58 (SECRET)

1200-1300

Lunch

Wednesday, 22 June (continued)

INTERACTION BETWEEN INTELLIGENCE PRODUCERS AND COLLECTORS

I. THE USSR EXAMPLE

1300-1345 Directorate of Intelligence
Overview of the Soviet
Union

[REDACTED]
Office of Regional
and Political
Analysis, Directorate
of Intelligence

25X1A

[REDACTED]
Deputy Director,
Office of Weapons
Intelligence,
Directorate of
Intelligence

25X1A

The speakers will discuss what the policy makers want to know about the Soviet Union today, how the Directorate of Intelligence (DDI) responds, and whether that response is adequate. They will outline their principal sources for analysis, and then discuss the input and impact from Directorate of Operations (DDO) sources. They will address the adequacy of DDO reporting and the manner in which the DDI and DDO interface on the Soviet target.

1345-1430 Directorate of Operations
Overview of the Soviet
Union

[REDACTED]
Soviet and East
European Division,
Directorate of
Operations

25X1A

[REDACTED]
European Division,
Directorate of
Operations

25X1A

The speakers will discuss how the DDO distills and interprets DDI requirements to collectors in the field; and they will describe the kinds of operations conducted for such collection. They will give us their views of the Soviet Union as a target and talk about the realities of operating against this target.

Wednesday, 22 June (continued)

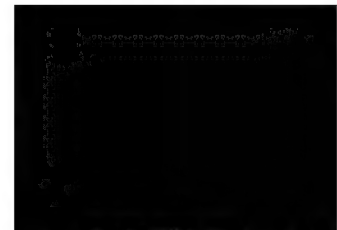
1430-1445 Break

1445-1515 Questions and discussion

Speakers and class

1515-1530 Break

1530-1700 Panel: "What is it Like
to Work in CIA?"



25X1A

Counterintelligence
Staff, Directorate
of Operations



25X1A

~~Intelligence Officer for
Strategic Programs~~

A panel of CIA employees who are graduates of the Career Training Program will offer candid views about what it is like to work for the Agency. They will discuss assignments they have had, the value to them of their CT training, and the good and bad aspects of their work experience.

Thursday, 23 June

0830-0900 Readings

1. National Security Act of 1947
2. CIA Act of 1949

AGENCY MANAGEMENT CONCERNS

The problems confronting the Agency's senior management have changed dramatically during the last few years. Today we will focus on selected issues that have had a major impact on CIA's methods of operation. These topics include legal problems, our public image and relations with the news media, Congressional relations, and maintaining cover for CIA personnel. The Freedom of Information and Privacy Acts will also be considered from the standpoint of their effects on the Agency.

0900-1000 CIA and the News Media

████████████████████
Office of the
Assistant to the
DCI for Public
Affairs

25X1A

Our speaker will discuss the Agency's relationship with the media.

1000-1015 Break

1015-1130 CIA in Court

████████████████████
Office of General
Counsel

25X1A

The speaker will discuss the issues and problems created by the recent investigations of the Agency and changing political attitudes about intelligence and foreign affairs. The changing legal climate, as well as the impact on the Agency of pending legislation and planned revision of Executive Order 11905, will also be considered.

~~1130~~ 1210-1300 Lunch

1130-1210

VIDEOTAPE OF SENATOR INOUE'S
TALK IN AUDITORIUM, 17 JUNE 1977

Thursday, 23 June (continued)

1300-1400

CIA and Congress

Office of
Legislative Counsel

25X1A

What is the current status of our Congressional relations? What are our responsibilities to the special committees that oversee the Agency? Has Congress' view of the Agency and use of the CIA changed over the past several years? What will this relationship look like in future years?

1400-1415

Break

INTERACTION BETWEEN INTELLIGENCE PRODUCERS AND COLLECTORS

II. THE PRC EXAMPLE

1415-1500

Directorate of Intelligence
Overview of the People's
Republic of China

Office of Regional
and Political
Analysis

25X1A

The speakers will discuss what the policy makers want to know about the People's Republic of China (PRC) today, how the DDI responds, and whether the response is adequate. They will outline the principal sources for DDI analysis on the PRC and then discuss the input and impact from DDO sources. They will address the adequacy of DDO reporting on the PRC and the manner in which the DDI and DDO interface on the China question.

1500-1545

Directorate of Operations
Overview of the People's
Republic of China

25X1A

The speakers will discuss how the DDO distills and interprets DDI requirements to collectors in the field, the kinds of operations conducted for this collection, and how the DDO uses facilities and personnel of the DDI for support to operations. They will talk about differences in perceptions on the PRC between the DDI and the DDO.

Thursday, 23 June (continued)

1545-1600 Break

1600-1630 Questions and discussion Speakers and class

Friday, 24 June

0830-0900 Readings

1. "Is Espionage Necessary for our Security?," Herbert Scoville, Jr., Foreign Affairs, April 1976
2. "Intelligence Secrecy and Security in a Free Society," William E. Colby, International Security, Fall 1976, Vol. 1, No. 2

0900-1015 The Freedom of Information and Privacy Acts

████████████████████
Chief, Information and Privacy Staff, Directorate of Administration

25X1A

The Freedom of Information Act and the more recent Privacy Act have already had a considerable impact upon the working methods and procedures of Government agencies, including CIA. Our speaker will examine the purposes and requirements of the acts and explore some of the problems they raise for management and personnel in the future.

1015-1030 Break

1030-1145 Providing Cover for CIA Personnel

████████████████████
Chief, Central Cover Staff, Directorate of Operations

25X1A

What is the meaning and rationale for cover and how do we maintain cover? Our speaker will address these questions and discuss ways in which one can overcome cover problems. Present conditions and future trends for cover will also be outlined.

1145-1245 Lunch

1145-1225 VIDEOTAPE OF QUESTION + ANSWER PERIOD
FOLLOWING SENATOR INOUE'S 17 JUNE
HQS. PRESENTATION

S-E-C-R-E-T

Friday, 24 June (continued)


1245-1415 The Intelligence Community Major General
 Jack E. Thomas,
 USAF (Ret.)
 Executive Staff,
 Intelligence
 Community Staff

The presentation of the Intelligence Community will focus on the interaction and cooperation between the members of the Community. Our speaker will also consider how the Intelligence Community is managed, the responsibilities of the Director of Central Intelligence, and changes that might occur as a result of ongoing reviews of the Community's organization and responsibilities.

1415-1430 Break

INTERACTION BETWEEN INTELLIGENCE PRODUCERS AND COLLECTORS

III. THE SUB-SAHARAN AFRICA EXAMPLE


1430-1515 Directorate of Intelligence
 Overview of Sub-Saharan
 Africa  25X1A
 Office of Regional
 and Political
 Analysis



25X6

Friday, 24 June (continued)

1515-1600 Directorate of Operations
Overview of Sub-Saharan
Africa

 Deputy Chief,
Africa Division

25X1A



25X1A

The speakers will discuss how the DDO responds to the DDI



25X6

25X6

DDI; and any ways in which DDO and DDI attitudes on Africa
differ.

1600-1615 Break

1615-1645 Questions and discussion

Speakers and class

1645-1700 Written Evaluations

Class Participants

25X1A

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EVALUATION FORM

Orientation for Career Trainees

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At the conclusion of the week, each member of the class is asked to volunteer on this form his/her views as to how well the course met its intended objectives. As the course will undergo continuing review and modification, comments on areas which are effective and those which are not will be most helpful.

1. Overall Evaluation of the Course

Please indicate on the following scale the degree to which this orientation as a whole met its objectives. Circle the appropriate number of the scale.

SLIGHT
DEGREE

HIGH
DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

The presentations given by ^{representatives} ~~representatives~~ of the General Counsel, Legislative Counsel, and office of the assistant to the DCI for public affairs were the most useful.

(over)

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HIGH
DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and

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DEGREE

HIGH
DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

IG, EEO, G.C explained management functions of DCI's staff so that I understand what it is they do. In general, I learned a lot about the management of the agency.

(over)

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

Central Cover conveyed little info. in a lot of time.

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[REDACTED] talks much too fast so that I had difficulty understanding him.

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

Good combination of DDI & DDO in the same panels. I felt we needed better understanding of DDI, especially ORPA which was well represented but poorly explained.

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1 2 3 4 5 6 7



2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

"What is it like to work in the CIA"

Provided the necessary insight to the ecophyte on what happens in your immediate future and at least a reasonable perception of why it happens.

(over)

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SLIGHT
DEGREE

HIGH
DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

I was pleasantly surprised by the quality of many of the lectures -- in preparation, being informed & in presentation. I enjoyed the possibility of asking many questions which I had, & receiving satisfactory replies. DD/DDI divisional panels were excellent. (over)

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2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and

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HIGH
DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

Lesson CT Panel was excellent. Provided interesting hindsight, on the part, as to what we can expect from the CT.

(over)

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

DDA presentation was poor, perhaps
due to lack of experience on part
of the speaker

4. Other Comments: Please make any other comments you wish on the content or administration of the course.



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SLIGHT
DEGREE

HIGH
DEGREE

1

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7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

Since I am interested in the analysis aspect of intelligence, the most useful and helpful portions of the course were the 3 discussions on the "interaction between intelligence producers + collectors."

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

I can imagine that all of the presentations will prove worthwhile in the future.

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

The administration of the course was excellent. As for content, the objectives of the course were met.

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HIGH
DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

Africa presentation effectively integrated operations & analysis - USSR & China were also successful, but less so.

25X1A

good, needed more time for more "Socratic", less pressured approach. (over)

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

Ex-CT's too disjointed (but helpful)

Too much too soon - every day

25X1A



not readily understandable.

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

Any way we can intersperse classroom sessions with opportunity to read in, try initial practicum? Expand intro. orientation to 2 weeks appropriately, if possible?

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HIGH
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1 2 3 ④ 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

THE AREA ODI/DDO PRESENTATIONS (U.S.S.R, PRC, ETC.) THE MOST INTERESTING PRESENTATIONS IN THE COURSE. PROVIDED GOOD INSIGHTS INTO THE WORKING OF THE ODI & DDO.

(over)

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

MOST OF THE INDIVIDUAL PRESENTATIONS ON IG, OOA, ODS+T, LC, ETC. THE PRESENTATIONS WERE TOO LONG (CLASS ATTENTION SPAN IS ONLY ABOUT 50 MINUTES). A LACK OF VISUAL MATERIALS (SLIDES, VIEWGRAPHS, ETC.) DETRACTED FROM THE PRESENTATIONS.

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

2 COMMENTS:

25X1A

1) [REDACTED] DID AN EXCELLENT JOB OF COORDINATION AND ADMINISTRATION. SHE PROVED VERY HELPFUL.

2) I WAS VERY DISAPPOINTED THAT THERE WERE NO FORMAL PRESENTATIONS ON THE STRUCTURE AND FUNCTIONS OF THE DOE AND DDO, AND THE SPECIFIC OFFICES LOCATED WITHIN EACH.

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1. Overall Evaluation of the Course

Please indicate on the following scale the degree to which this orientation as a whole met its objectives. Circle the appropriate number of the scale.

SLIGHT
DEGREE

HIGH
DEGREE

1 2 3 4 5 (6) 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?



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HIGH
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2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and

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*I like
comments & insights
given here -*

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HIGH
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1 2 3 4 5 (6) 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

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2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

Panel of ex-CT's answered many un-articulated questions about our career.

(over)

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

There was much redundancy in discussing FOIA for instance. There was much too much detail on organization, acronyms etc. that I am sure none of us will remember tomorrow.

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

A little more substance and a little less TOE.

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2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and

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3. Least Effective Areas or Individual Presentations:

What portions of the course did you find least helpful and why?

A COUPLE OF THE TALKS ON SUPPORT AREAS, I.E. FIOA AND OFFICE OF GENERAL, WERE POSSIBLY A LITTLE LONG WINDED.

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

A GOOD INTRODUCTORY COURSE TO THE AGENCY.

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HIGH
DEGREE

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2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

The Congressional and Legal Briefings because they dealt most directly with the philosophical and moral issues relevant to the Agency's past and future (over)

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

*DDST and Personnel lectures - too
mechanistic, structural-functional,
consequently boring and of little value*

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

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SLIGHT
DEGREE

HIGH
DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

I didn't feel that there was any dead-wood in the course — no weak areas.

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

I felt that the course was well designed, run and administered. A good effort.

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SLIGHT
DEGREE

HIGH
DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

The panel presentations involving representation of the DDO and DDI as it gave one construction example of how CIA operates and was generally far more interesting in nature.

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SLIGHT
DEGREE

HIGH
DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

Since I have been in the Agency for some time, I found the presentations dealing with the most contemporary problems as opposed to the presentations dealing with basic Agency organization to be the most effective. I would cite the presentations on the Office of Legislative Counsel, the Office of

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General Counsel and the Inspector General to be the most interesting. On balance, I feel that all of the presentations have made a significant contribution to meeting the course objectives. I attended the IWA course several years ago and believe that this 1-week course met many of the same objectives as that 3-week course more effectively.

3. Least Effective Areas of Individual Presentations:

What portions of the course did you find least helpful and why?

I do not feel that the Group Discussions on images of the Agency were very useful. While such discussions may serve some purpose in giving the trainees in becoming better acquainted with each other, I do not feel that the questions (at least ~~that~~ the ones that our group had) did not elicit much discussion. I believe that the discussions on the Agency [redacted] and the Community [redacted], while necessary, could be reduced somewhat as they tend to cover some of the same ground.

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

As I noted above, I feel that the course did a very good job meeting its objectives. All the presentations were good and provided much useful information.

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SLIGHT
DEGREE

HIGH
DEGREE

1

2

3

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5

5

6

7

2. Most Effective Areas or Individual Presentations: What sections of the course did you find most helpful and

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SLIGHT
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DEGREE

1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

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SLIGHT
DEGREE

HIGH
DEGREE

1 2 3 4 5 6 + 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

- ① THREE PANELS ON DDI-DDO INTERACTION WERE THE MOST INTERESTING & REWARDING, ESPECIALLY USSR + AFRICA.
- ② PRESENTATION ON INTELLIGENCE COMMUNITY, IG, NEWS MEDIA
- ③ ASSISTANCE OF LT STAFF IN PROVIDING MATERIAL FROM DDI, DDO ETC SO AS TO GIVE US A FEEL FOR REALITY (over)

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

- ① PRESENTATION ON PERSONNEL MANAGEMENT
- ② FOIA & GENERAL COUNSEL WERE REPETITIVE

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

- ① MORE SMALL DISCUSSION GROUPS WOULD BE

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SLIGHT
DEGREE

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1 2 3 4 5 ⑥ 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

the series of discussions between representatives of DDI and DDO

(over)

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3. Least Effective Areas or Individual Presentations:
What portions of the course did you find least helpful and why?

the group discussions on Monday

briefings on the intelligence community,
general counsel, inspector general -
could have been much shorter

4. Other Comments: Please make any other comments you wish on the content or administration of the course.

very well run by



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SLIGHT
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1 2 3 4 5 6 7

2. Most Effective Areas or Individual Presentations: What portions of the course did you find most helpful and why?

Opportunity to engage in dialogue with people of the capabilities and positions of our speakers.

(over)

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